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Role of Human resource professionals

The most precious asset of any organisation is its people, and a human resources (HR) professional plays a critical role in maintaining and growing that asset. Within an organisation, HR experts are in charge of many different roles and functional divisions, guaranteeing the efficient use of human resources and promoting a healthy work environment (Dunlop and et. al., 2020). The work duties and functional areas of HR professionals are discussed in this answer along with the moral principles they ought to uphold and a reference to the present Chartered Institute of Personnel and Development (CIPD) profession mapping.



Job Responsibilities and Functional Areas

- Talent acquisition, staff engagement, education and growth, performance management, salary and benefits, relations with staff, and HR strategy creation are among the many duties that HR professionals are responsible for. These duties include undertaking tasks like identifying and selecting qualified candidates, managing the onboarding and offboarding of new employees, organising training sessions to advance employees' skills and knowledge, creating systems for performance reviews, managing compensation and benefit plans, resolving conflicts, and developing HR strategies that are in line with organisational objectives (Okazaki and et. al., 2019).



HR Function

- ***HR Operations:*** The administrative facets of HR are the area of attention here, including keeping track of employee information, handling payroll and benefits administration, and making sure labour rules and regulations are followed.
- ***Talent Acquisition and Resourcing:*** Talented people who suit the culture of the organisation and its demands must be attracted, chosen, and onboarded by HR specialists in this field. They create recruiting strategies, do interviews, and evaluate the credentials and talents of applicants.



Learning and Development: Through training and development activities, this sector focuses on boosting employees' knowledge, skills, and capabilities. Professionals in HR determine the need for training, create educational initiatives, and assess their success (Shah and et. al., 2021).

Employee Relations: HR specialists in this field work to strengthen bonds between workers and the company. They deal with issues that affect employees, resolve disputes, and foster a positive work environment.

Performance and Reward: Setting performance goals, creating effective incentive structures that are in line with performance results, and designing and executing performance management systems are all included in this topic.

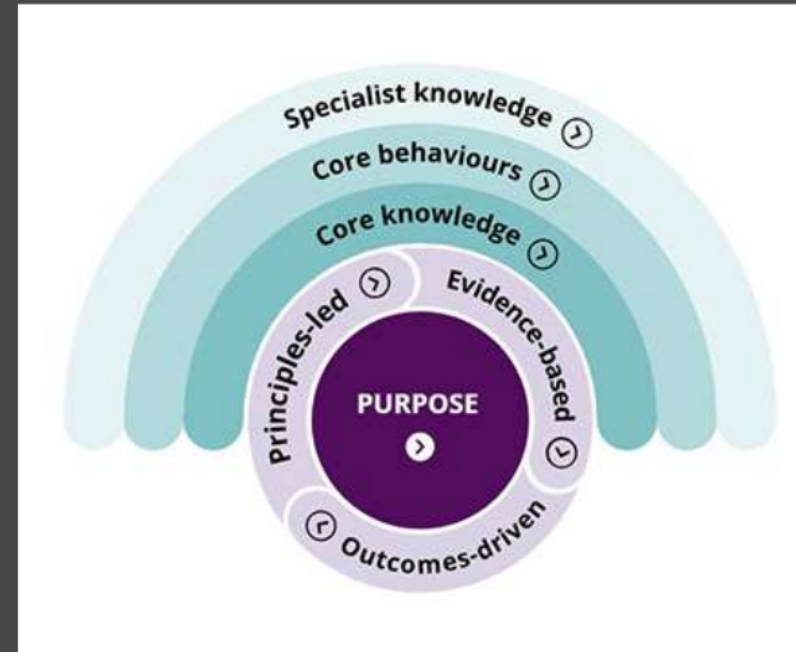
Values

- To properly do their jobs, HR professionals need to uphold a number of fundamental principles. Integrity, professionalism, fairness, discretion, and respect for others are some of these principles. By upholding these principles, HR professionals may be sure that their actions are moral, that they treat workers fairly, that they handle sensitive information in a private manner, and that they respect diversity and inclusiveness (Alexander and et. al., 2020).



CIPD Profession Map

A thorough framework that specifies the knowledge, abilities, and behaviours expected of HR practitioners at all career levels is provided by the CIPD, a professional organisation for HR and people development. Two core professional areas (insight, strategy, and solution; management and leadership of the HR function) are covered by the CIPD profession map, and two transitional areas (employee engagement and service delivery; organisational design and development) are included as well. For HR professionals to succeed in their positions, each area comprises of certain professional behaviours, knowledge, and actions (Huang, Rust and Maksimovic, 2019).



Factors to influence positive relationship

- The prosperity and well-being of both parties as well as the success of the organization as a whole depend on the connection between an employer and an employee. There are a number of things that can be done to encourage a good working connection between the human resources department and the employee, which will boost engagement, output, and job satisfaction (Firth and et. al., 2019). The many connections that may arise between employers and staff members are discussed in this answer, along with concrete examples of the kinds of things that can contribute to a good working environment and recommendations based on personal experience.



Factors to influence positive relationship

- ***Communication:*** Building a strong employer-employee relationship requires effective and open communication. In between the employer and the employee, regular feedback, unambiguous expectations, and open communication foster trust, understanding, and alignment.
- ***Empathy and Respect:*** Employers should treat their staff with respect and sensitivity. Positive workplace environments are produced through recognising employees' unique qualities, fostering their personal and professional development, and appreciating their contributions (Nzediegwu and Chang, 2020).
- ***Recognition and Rewards:*** Relationships may be greatly improved by recognising and thanking workers' efforts and accomplishments through recognition programmes or awards. It encourages workers to provide their best effort and maintains a culture of gratitude.
- ***Work-Life Balance:*** Employers who put a priority on work-life balance by providing flexible work schedules, sponsoring wellness initiatives, and fostering a healthy work-life integration develop trust and promote a good working relationship with their staff.

Personal Examples of Positive Practices

- In my own experiences, I have seen good behaviours that have affected a solid employer-employee relationship and have taken part in them. For illustration:
- ***Regular Check-ins:*** Employees and managers frequently had one-on-one sessions to talk about their objectives, difficulties, and advancement. These check-ins encouraged open communication and gave staff members a chance to express their worries or ask for advice (Okazaki and et. al., 2019).
- ***Employee Recognition Programs:*** The company set up a programme for employee appreciation whereby outstanding work was nominated for and awarded to workers. The relationship between the employer and the employee was enhanced by this programme, which also improved employee morale.
- ***Transparent Decision-Making:*** The leadership team convened town hall meetings at a time of organisational transition to explain the causes, the effects on the workforce, and the long-term goals. Among the workforce, this clarity reduced uncertainty and increased confidence (Shah and et. al., 2021).

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